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ABSTRACT

This progress report on Project TALENT, covering the period 1 June 1972 - 31 August 1972, contains five sections. The sections are as follows: I. Major Activities during This Quarter (reports on 73 different tasks); II. Activities Planned during the Next Quarter (related to 9 tasks); III. Utilization, Dissemination, and Recognition of Outcomes of Activities; IV. Compliance with Requirements; and V. Staff Summary. The project work concerns data collected from 9th, 10th, 11th, and 12th grade students and by use of questionnaires, administered at varying times, in relation to careers, processing the data, and publishing and disseminating the data. (DB)

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TECHNICAL PROGRESS REPORT NO. 5

Project No. 0-0742

Grant No. OEG-0-71-3459

United States Office of Education

Period Covered by Report: 1 June 1972 - 31 August 1972

Title of Project: Project TALENT

Responsible Investigator: John C. Flanagan

I. MAJOR ACTIVITIES DURING THIS QUARTER

Task 01 - General Administration (organizing, integrating, and merging the tasks of the project).

During the past quarter TALENT moved to management by objectives with individual staff members responsible for meeting their objectives within pre-arranged financial limitation.

Our in-house weekly reports have been developed into vehicles which report not only progress made in relation to expectations but also serve as a tool for continuous updating of our management plan.

Several different tasks and subtasks within the project have been PERT charted, but as yet a comprehensive PERT chart of the project in totality has not yet been attempted.

Budgeting work is continual and all tasks currently are being accomplished within their projected budget.

All letters received from subjects and interested parties have been answered individually utilizing AIR's MT/ST capabilities.

Task 02 - Mailer Tape Updating (keeping our capacity to contact subjects current)

As was mentioned in the previous report, all possible updating of names and addresses was accomplished prior to mailing the 1972 TALENT News. As of 8/24/72 128,230 News' had been returned by the Post Office. Many of these indicated new addresses which are being entered into our mailer tape file.

The major objective of this task during the past quarter has been to update every possible 11th grade address prior to the mailing of Wave One of this year's questionnaire (see Task 22). To this end, over 13,000 name/address changes were corrected on our 11th grade mailer tape prior to the tape's dispatch to National Computer Systems on 8/20/72.

Other work done under this task included entering corrected names and addresses on the 12th grade tape from the returned questionnaires (c. 18,000 updates made) and starting the updating for grades 9, 10, and 12 from the returned TALENT News. The volume of this updating is so heavy that it will be evened off throughout the next three quarters but in time for the hoped for mailing of a 1973 TALENT News prior to our 10th grade survey.

In addition to utilizing the returned questionnaires and News for obtaining new addresses, numerous telephone books have been obtained for use on "No such number" or "No such street" returns. This has proved to be a very useful method of resurrecting "dead" addresses.

Task 03 - Computer Program Library (maintaining, and revising when needed, computer programs which the staff and Data Bank customers use rather frequently).

A great deal of additional effort was devoted to bringing a Systems Standards Manual into being for TALENT. As of this writing final revisions are being made. This Manual which will be implemented in the near future will facilitate and standardize approaches to the completion of future work. A systems approach is planned for initiation of all future jobs. This will provide a task list, personnel assignments, a schedule, and a means of making financial estimates and controlling work in process.

Work was done as needed on installing and checking out programs for the TALENT Tape Library. In addition a staff member was designated as "Tape File Librarian" to ascertain that our files remain current on a day-to-day basis.

Task 04 - Master and Basic Special Tape Files (creating and maintaining file of basic case records and associated intermediate files of basic data for general studies).

New systems procedures were exercised on order to solve a number of annoying systems problems which have endured for several years. These procedures resulted in: a) straightening out of garbled names which have prevented prior preparation of a needed new alphabetic directory of TALENT subjects; b) the construction of an intricate plan to locate and correct several small sets of data which have so far remained unmerged; and c) the construction of a systems approach to desired future work on recomputing and printing norms, completing preparation of the master tape for a 4% sample of cases involving item responses, preparation for adding 1963 retest data to master tapes.

A new tape format procedure was instituted and control of tape use was improved.

Finally, after careful provision for storage of all original data which were to be saved, the remainder of the original records were destroyed under our supervision.

Task 05 - Ninth Grade Five Year Follow Up Tapes (preparing tapes of basic followup data for the ninth grade, five year questionnaire and merging the data with master file data).

This task is in hold status pending completion of computation of new weights described in Task 36.

Task 06 - Pre-computer Processing of Ninth Grade, Five Year Special Questionnaire (securing and coding responses of a special sample of original non-respondents).

This task has been completed.

Task 07 - Dissemination (preparing, publishing, and disseminating generalized reports of TALENT's findings and possibilities).

Bulletin No. 7, reporting the results of Five Years After High School for the general educational community was printed and mailed.

In connection with mailing the Bulletin a "general" mailing list has been established which will be augmented in the future. We are presently discussing the easiest way to enter this into the computer so it is simple to update and readily available either alphabetically or in zip code order.

Task 08 - Open

Task 09 - Advisory Panel Meeting, 1971 (seeking and using the advice of experts in careers and social effects on careers).

This task has been completed.

Task 10 - Advisory Panel Meeting, 1972 (seeking and using the advice of experts in careers and social effects on careers).

It was determined in meeting with the Monitor not to hold an Advisory Panel Meeting in 1972.

Task 11 - Advisory Panel Meeting, 1973 (seeking and using the advice of experts in careers and social effects on careers).

No activity as is to be expected.

Task 12 - Open

Task 13 - TALENT News - 1971 (updating addresses for TALENT subjects and keeping them interested in supplying additional information about their careers upon request).

This activity has been completed.

Task 14 - TALENT News - 1972 (updating addresses for TALENT subjects and keeping them interested in supplying additional information about their careers upon request).

The TALENT News - 1972 was printed and mailed this quarter. The total mailing (after removal of "bad" 12th grade addresses) went to 389,382 participants residing in the U.S. and 495 participants who reported foreign addresses.

Following receipt of their copy of the News many participants sent us both criticisms and constructive suggestions in relation to eleven-year survey questionnaires. Many included fragments of autobiographies, some of which will be very useful in illustrating points brought out by TALENT statistical data.

Task 15 - TALENT News - 1973 (updating addresses for TALENT subjects and keeping them interested in supplying additional information about their careers upon request).

Not yet active. Activity contingent upon renewal of grant.

Task 16 - Open

Task 17 - Preparation of 12th Grade Questionnaire (preparing to update the educational and occupational histories of 12th grade subjects and to augment their data by matters of current interest in the quality of living, scientific careers, and work in women's life patterning).

This task has been completed.

Task 18 - Preparation of 11th Grade Questionnaire (preparing to update the educational and occupational histories of 11th grade subjects and to augment their data by matters of current interest in the quality of living, scientific careers, and work in women's life patterning).

We received written approval for our questionnaire early in the quarter and sought bids from those organizations having optical scanning capabilities for the printing and processing of this questionnaire. A Purchase Order was written to NCS who had the low bid and did the same work for us last year. A copy of the Purchase Order was submitted for approval which we received verbally enabling NCS to proceed on schedule with the printing (see Task 22).

Task 19 - Preparation of 10th Grade Questionnaire (preparing to update the educational and occupational histories of 10th grade subjects and to augment their data by matters of current interest in the quality of living, scientific careers, and work in women's life patterning).

Not yet active. Activity contingent upon renewal of grant.

Task 20 - Open

Task 21 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 12th Grade, 11 Year Follow Up Questionnaire.

Coding of "straggler" questionnaires and questionnaires received from the special sample (see Task 25) continued during the quarter.

In June, staff visited NCS to check all the programs for accuracy and reliability. Following their check, approval was given to process the questionnaires.

In mid-July a copy of the output tape for the first 25,725 12th grade 11-year questionnaires was received from NCS as well as option by item distribution printouts for these cases. The questionnaires themselves have also been returned to us.

Only about 50 "problem questionnaires" were encountered during processing which were returned to us for correction and resubmitted for optical scanning.

Task 22 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 11th Grade, 11 Year Follow Up Questionnaire.

The mailing schedule for this questionnaire has been set as follows:

Item	Mailing date	Subjects with mail type
Wave 1	9/7	All 11th graders. Mail via bulk rate.
Postcard	9/21	All 11th graders. Mail via bulk rate.
Wave 2	9/28	All 11th graders. Mail via bulk rate.
Wave 3	11/16	Eliminate prior respondents. Those whom the P.O. has been unable to reach will be sent a new questionnaire in a distinctively colored and printed open-window envelope via first class mail. (Guess is that this will be about 20,000 subjects.) Others not heard from will again be contacted via bulk rate mailing.
Wave 4	1/18	Eliminate additional respondents. All remaining subjects sent questionnaire via bulk rate mailing.

Things are so far proceeding on schedule.

Task 23 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 10th Grade, 11 Year Follow Up Questionnaire.

Not yet active.

Task 24 - Open

Task 25 - Special Follow Up of 12th Grade, 11 Year Nonrespondent Sample (getting data when we know subjects currently belong to a category who failed to reply to any one of the four waves of mailed questionnaires).

This activity is nearing an end. As of this writing, only about 100 of the 2500 questionnaires sent out to regional coordinators have not yet been returned. These coordinators are being called and asked to return them.

Of those returned, over half of the nonrespondent sample have been located and questionnaires completed. In addition work is being pushed to locate remaining subjects directly from AIR in regions where coordinators failed to expend the needed effort to carry out their job. Results have been quite good.

Task 26 - Special Follow Up of 11th Grade, 11 Year Nonrespondent Sample (getting data when we know subjects currently belong to a category who failed to reply to any one of the four waves of mailed questionnaires).

Not yet active.

Task 27 - Special Follow Up of 10th Grade, 11 Year Nonrespondent Sample (getting data when we know subjects currently belong to a category who failed to reply to any one of the four waves of mailed questionnaires).

Not yet active.

Task 28 - Open

Task 29 - Update Tape File, 12th Grade, 11 Year Questionnaire (merging data received in the 11 year follow up onto tapes containing previous data on subjects).

This will not become active until more of the 12th grade, 11 year questionnaires have been processed and weights have been determined and applied.

Task 30 - Update Tape File, 11th Grade, 11 Year Questionnaire (merging data received in the 11 year follow up onto tapes containing previous data on subjects).

Not yet active.

Task 31 - Update Tape File, 10th Grade, 11 Year Questionnaire (merging data received in the 11 year follow up onto tapes containing previous data on subjects).

Task 32 - Open

Task 33 - Research Studies Based Primarily on Five Year Follow Up Data (not including eleven year follow up data) (conducting policy, scientific, and 'census' studies as negotiated from time to time with Office of Education and National Science Foundation).

The plan for conduct of a study which ascertains the relative stability of occupational groupings from test predictions and from subject statements when classified according to the Holland, Roe, and Flanagan systems was modified. Various alternatives for reducing the number of occupational groups and TALENT variables were considered. This revised study was submitted for costing which was much higher than expected. Alternate study plans at various price ranges are therefore now still under consideration.

Little could be done on the proposed study of multiple careers because of the necessary priority placed on preparing the Counselor's Handbook (see Task 38).

Suggestions for several additional research studies have been put forward but no formal work on them has been initiated.

Task 34 - Incidences and Probabilities (determining numbers and percents of responses to the several questions asked).

The incidences and probabilities for grades 12, 11, and 10 have been typed and proofed. Grade 9 is in a hold status pending completion of Tasks 36 and 37. Plans for report of these data are under discussion.

Task 35 - Ribick Study (determining the value of education in several regions of the country).

Our work on this Task is complete until Professor Ribick shares his results with us. No schedule has yet been adopted.

Task 36 - Weighting and Bias (ascertaining the degree to which available control data can further correct for any bias in our data following the special sampling procedure).

The needed tapes for this study have been completed. New decisions need to be made prior to final completion in the near future.

Task 37 - Recoding of Needed Initial Data on Some Ninth Grade Cases (completing the original data on the ninth grade).

All data involved in this were keypunched. A keypunch sample was checked revealing an accuracy rate of 99.98% of strokes sampled. Work is currently in progress on a test scoring program and a composites reformatting program.

Task 38 - Counselor's Handbook (reframing the results of the five year career studies for easy use by counselors).

Required statistics were completed for the Handbook. Draft of four chapters was completed and reviewed. A new format is now being implemented. Descriptions are being written for all occupations. A table is being readied for data reduction prior to final plotting of long-range career group and occupational profiles which will be included in the Handbook. Robert Gagné has been advising on the objectives, format, and content of the Handbook.

Task 39 - Progress in Education Study.

Distribution of this well-received report continues. Reprinting has been ordered.

Task 40 - Cureton Report

A report equating TALENT tests with several commercially available tests is ready for typing, but has been held up because of press of other work. The report is currently being entered into the typing and printing process.

Task 80 - Research Studies Involving Eleven Year Follow Up Data (conducting policy, scientific, and 'census' studies as negotiated from time to time with Office of Education and National Science Foundation).

These studies are awaiting assembly of data and consensus on plans noted under Task 33.

DATA BANK

Inquiries continued to be received and answered concerning capabilities of the Data Bank. During the past quarter:

1. Distribution of the Data Bank Handbook has continued.

2. The proposal mentioned in last quarter's report to the Air Force Saber Volunteer Group has been funded.

3. The review of Data Bank studies continued as time became available.

STUDIES OF SCIENTIFIC CAREERS

Monies have been provided by NSF to TALENT under Interagency Agreement No. NSF-CA53 to undertake studies focused specifically on scientific personnel and career fields in the scientific area. Now that complete 5-year data are almost ready for use, a plan for a program of studies has been begun following a literature search.

II. ACTIVITIES PLANNED DURING THE NEXT QUARTER

Task 01 - General Administration

Using the individual task and subtask PERT charts mentioned in Section I, an overall PERT chart will be derived. Because of the complexity of the whole project the overall chart will refer to the more detailed task charts.

Plans call for the establishment of graphic portrayals of expenses vs. budgeted funds in relation to time on each task.

Replies to letters will be prepared on an as-received basis.

Task 02 - Mailer Tape Updating

Work will continue on updating our mailer tape on a continuing basis. Special attention will be focused on updates from the Post Office returned from Wave One and Two questionnaires, in order to reach more subjects on Wave Three.

Task 03 - Computer Program Library

In spite of our plans reported for this quarter in the last report, the TALENT Systems Standards Manual has not been completed. However, currently it is on the threshold of completion with final corrections currently being made prior to printing and implementing which will occur within the next two weeks.

Task 04 - Master and Basic Special Tape Files

PERT charts for further work on garbled names and for the elimination of conditions blocking merger of small sets of data will be implemented. Completion of this work is anticipated during the next quarter.

Task 05 - Ninth Grade, Five Year Follow-Up Tapes

Missing cases and new weights should be ready soon. We will then complete this task.

Task 06 - Pre-computer Processing of Ninth Grade, Five Year Special Questionnaire.

This task is finished and no future activity is expected.

Task 07 - Dissemination

In addition to the plans reported last quarter for some general, popular articles on TALENT as soon as data are available, plans are being made to produce a brochure describing TALENT's history and objectives for utilization in replying to the many requests for descriptive information on the project.

Task 08 - Open

Task 09 - Advisory Panel Meeting, 1971.

This task is finished and no future activity is expected.

Task 10 - Advisory Panel Meeting, 1972.

No activity expected.

Task 11 - Advisory Panel Meeting, 1973.

No activity expected unless dictated by future discussions.

Task 12 - Open

Task 13 - TALENT News - 1971.

Completed.

Task 14 - TALENT News - 1972.

Completed.

Task 15 - TALENT News - 1973.

Further planning for the next issue will proceed. It is also anticipated that some preliminary writing will be started. Work will not be pushed too fast until contingency concerning refunding has been settled one way or the other.

Task 16 - Open

Task 17 - Preparation of 12th Grade Questionnaire.

Completed.

Task 18 - Preparation of 11th Grade Questionnaire.

Upon completion of printing the 11th grade, 11 year follow-up questionnaire scheduled for next week, this task will be completed.

Task 19 - Preparation of 10th Grade Questionnaire.

Not yet active, but comments on the 11th grade questionnaire by participants will be compiled for use in this Task later in the year. Work will not be pushed too fast until contingency concerning refunding has been settled one way or the other.

Task 20 - Open

Task 21 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 12th Grade, 11 Year Follow Up Questionnaire.

This task is essentially completed. However, questionnaires continue to straggle in daily. These will be coded and sent in batches to NCS for optical scanning and adding to the master tape. This activity is likely to continue for quite awhile (we are still occasionally receiving 5 year follow-up questionnaires!).

Task 22 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 11th Grade, 11 Year Follow Up Questionnaire.

As noted under this task in Section I of this report, mailing of the 11th Grade 11 Year Follow-up Questionnaire is scheduled to begin 7 September 1972. Based on experience gained last year, plans have been made to carry out the requirements of this task in the most expeditious manner.

Task 23 - Mailing, Collecting, Preliminary Processing, Coding, and Machine Reading of 10th Grade, 11 Year Follow Up Questionnaire.

Not yet active.

Task 24 - Open

Task 25 - Special Follow Up of 12th Grade, 11 Year Nonrespondent Sample.

As was reported under this task in Section I, work is nearing completion. However, efforts will still be made to either reach those in sample not contacted by the coordinator or write them off as a "dead end." None will be "dead ended" without every of several methods of reaching them having been tried.

Following the above, each coordinator's work will be evaluated and put on record for use under Task 26. Some replacements will be necessary. A comprehensive analysis of the procedures will be made with an aim of correcting any weak points which may exist.

Task 26 - Special Follow Up of 11th Grade, 11 Year Nonrespondent Sample.

Not yet active.

Task 27 - Special Follow Up of 10th Grade, 11 Year Nonrespondent Sample.

Not yet active.

Task 28 - Open

Task 29 - Update Tape File, 12th Grade, 11 Year Questionnaire.

Task 30 - Update Tape File, 11th Grade, 11 Year Questionnaire.

Not yet active.

Task 31 - Update Tape File, 10th Grade, 11 Year Questionnaire.

Not yet active.

Task 32 - Open

Task 33 - Research Studies Based Primarily on Five Year Follow Up Data.

Other planned studies will be initiated according to an agreed upon priority scheme as financial resources permit.

Task 34 - Incidences and Probabilities.

Completion awaits completion of Tasks 36 and 37 noted below.

Task 35 - Ribick Study.

Response contingent on requests from Ribick.

Task 36 - Weighting and Bias.

Completion and report expected in next quarter. Implementation to other grades will then be undertaken in light of findings of this study.

Task 37 - Recording of Needed Initial Data on Some Ninth Grade Cases.

Within the next month these data will be ready for merging with master file data and the task will be completed.

Task 38 - Counselor's Handbook.

Following completion of chapters on two long-range career groups using new format, counselors will be consulted to gain their perspective prior to drafting remaining chapters. This work has a very high priority at this time and will be pressed to conclusion as rapidly as possible. However, it may be the end of the quarter before a printed Handbook sees the light of day.

Task 39 - Progress in Education Study.

This task is now complete.

Task 40 - Cureton Paper.

We will have this report published next quarter.

Task 80 - Research Studies Involving Eleven Year Follow Up Data.

An analysis plan will be devised and worked towards consensus during the next quarter.

DATA BANK

1. Distribution of the Data Bank Handbook will continue as requests are received.

2. Several new studies are planned, but no plans are firm at present.

STUDIES OF SCIENTIFIC CAREERS

A plan of studies will be drafted and discussed with relevant parties prior to its implementation.

III. UTILIZATION, DISSEMINATION, AND RECOGNITION OF OUTCOMES OF ACTIVITIES

During this quarter there were no presentations made nor publications issued related to TALENT.

IV. COMPLIANCE WITH REQUIREMENTS

1. There have been no departures from the original research plan.

2. All questionnaires used in Project TALENT have been approved by the Office of Education.

V. STAFF SUMMARY

1. Persons paid from Federal funds who worked during the period covered in this report:

Regular Staff

Director:	David V. Tiedeman
Associate Director:	Marion F. Shaycoft
Director of the Data Bank:	John G. Claudy

Computer and Research Staff:

Joan Altick
Wendy B. Bartlett
Ardys J. Bloomquist
Gary V. Fulscher
Richard T. Johnson
Yungho Kim
Michael J. Wargo
Mary B. Willis
Jay A. Woods
Calvin E. Wright

Administrative Staff:

Sibyl O. Anderson
Nancy K. Brunstetter
Emily Campbell
Paulette Doudell

Coding Staff:

Nancy Carr
Charlotte Doudell
Jay Egan
Barbara Fagan
Melissa Gill
Martha Gregory
Kathleen Williams

Temporary Staff

Coding Staff:

Melanie Austin
Rebecca Bolitho
Diana Carr
Gail Chalupsky
Karen Chew
E. Tracy Cole
Katherine Cole
Paul Coppock
Brad Goodman
David Grandstaff
Mary Hurst
Rhoda Jones
Robert Maus
Stephanie Porter
Clifford Potts
Thomas Renaghan
Barbara Schlageter
Sylvia Siegel
Elise Simms
Karen Sorenson
Susan Turner
Margaret Walz
Deborah Weiner
Bobbye Wolf
Damon Wright

2. Persons paid from Federal funds who transferred to other projects or terminated as staff members of Project TALENT during the period covered in this report:

Regular Staff:
Richard T. Johnson
Jay A. Woods

Temporary Staff:
Karen Chew
Rhoda Jones
Thomas Renaghan
Elise Simms
Margaret Walz
Deborah Weiner
Damon Wright

3. Persons paid from Federal funds who joined Project TALENT during the period covered in this report:

Regular Staff:
Sibyl O. Anderson
Michael J. Wargo
Calvin E. Wright

Temporary Staff:
Melanie Austin
Rebecca Bolitho
Diana Carr
Gail Chalupsky
E. Tracy Cole
Katherine Cole
Brad Goodman
David Grandstaff
Robert Maus
Clifford Potts
Barbara Schlageter
Sylvia Siegel
Elise Simms
Karen Sorenson
Susan Turner
Bobbye Wolf
Damon Wright

4. Persons paid from other sources:

Responsible Investigator: John C. Flanagan (1/4 time)

Date: 1 September 1972

Signature of Project Director

David V. Tiedeman